

Faculty & Staff Benefits Committee

Meeting Minutes

November 30, 2018

3:00 p.m. to 4:30 p.m.

Human Resources IC-105 Conference Room

3280 Progress Drive, Suite 100

MEETING CALLED BY	Maureen Binder, Associate VP & CHRO
ATTENDEES	Ashley Longoria, Maureen Binder, Peggy Nuhn, Edwin Torres, Xiaochuan Wang, Tania Gutierrez-Catasus, Jodie Nichols, Joanne McCully, Karen Sgambati, Justine Tigno-Aranjuez, Cecilia Elias, Dennis Dulniak, Maribel Amaro-Garcia, Lin Huff-Corzine
ABSENT:	Lynda Dennis, Ann Gleig, Frank Guido-Sanz, Brian Kim, Axel Schulzgen, Stacy Van Horn, Synithia Dowdell, Kathie Holland, Shelia Daniels

AGENDA TOPICS

BRIEF RECAP: 2017-18 COMMITTEE WORK

EDWIN TORRES

Chair

DISCUSSION	<p>Chair Torres conducted a brief recap of the 2017-18 committee report of activities that was submitted to the Faculty Senate (verbatim from final report submitted):</p> <p>Health and Wellness Programs: The committee continued discussions initiated last year on the topic of health and wellness at UCF. Benchmarking was conducted on the wellness benefits offered by various universities. The conclusions from the benchmarking study suggest that all institutions offered some kind of wellness program, though the scope and budget associated with each varied greatly. The committee also explored the option of obtaining grant money to support wellness programs at the university. A subcommittee was formed to explore the feasibility and types of wellness initiatives to be offered (i.e. group fitness, dedicated exercise facilities for faculty and staff, biometric screenings, incentives for attaining wellness goals, stress management, etc.). The current challenges to wellness at the university include the lack of budget for a wellness program, the need for a wellness champion to lead the initiative, and the lack of decision-making ability on health insurance plans (which usually sponsor some aspect of wellness such as biometric screenings). It is the recommendation of the committee, that the university expand the options for employee wellness.</p> <p>Leaves of Absence: The committee had several discussions about the option of a paid parental leave benefit to USPS and A&P employees at UCF. It is the recommendation of the committee, that paid parental leave be extended to all full-time employees at the university.</p>
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UCF E-Mail Access for Retirees: The committee discussed the lack of access of faculty retirees to the UCF e-mail. At the present time, retiring faculty members are switched the “Knights E-Mail” a few months past retirement. The committee investigated the reasons for this policy but found conflicting explanations. While not every retiree may wish to keep their original e-mail address, it is the committees’ recommendation that they’d be offered the option to continue with their original UCF e-mail address.

Reduced Retirement Contributions: A discussion that begun last year on the issue of retirement plan contributions continued this year. More specifically, the committee discussed whether the required 3% ORP employee contributions (established in 2011) might be rescinded—previously no employee contribution was required. Concern was voiced in terms of its impact upon staff in the lower pay ranges. Inquiries were made last year to the faculty senate, and state-level ACFS regarding the possibility of rescinding the cost and increasing the employer’s contribution back to the original levels. Findings indicate that this is a state-wide benefit, the only changes would be a legislative decision.

Dental Plans: In the Fall semester, a discussion was held on the dental plan options. It was the consensus of the committee that several the existing options were duplicitous in nature. Furthermore, the number of options seems to cause some confusion among faculty and staff. A debate was held concerning the possibility of UCF offering its own dental plan (separate from those offered by the state). However, it was the committee’s conclusion that this would only add further confusion and complexity to the system. Therefore, no university action is recommended on this issue. However, the committee would prefer to see a smaller set of competitive options for dental plans chosen by the state in the future.

Committee Membership: The committee recommends that representation of an A&P employee be included as a member on the Faculty and Staff Benefits committee to enable their input to discussion and decisions. The mechanism for election to become determined by the Faculty Senate in revision to the Faculty Constitution (possible rotation between colleges might be an option).

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

WELCOME TO NEW MEMBERS/RECENT CHANGE TO COMMITTEE COMPOSITION

EDWIN TORRES
Chair

DISCUSSION	Chair Torres welcomed the new committee members and clarified the recent change to the committee composition. Based on the 2017-18 summary report to Faculty Senate, the committee now includes A&P representation within the staff category.	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE

WELLNESS PROGRAM FOLLOW UP

EDWIN TORRES
Chair

DISCUSSION	<p>Chair Torres asked the committee if everyone wanted to continue the wellness program initiative that was previously discussed in past committee years. Discussion included:</p> <ul style="list-style-type: none"> • The Faculty & Staff gym in the education building needs upgrading • Previous walking clubs were successful • We could possibly continue with the goal of writing a grant proposal for health/wellness program funding • A wellness champion at the department level across campus would be needed for any program to be successful <p>The committee members agreed that a more concrete proposal would be needed. Joanne McCully, Dennis Dulniak, Justine Tigno-Aranjuez and Cecilia Elias volunteered to serve on a wellness subcommittee to identify opportunities for wellness initiatives and feasible actions to take.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Discuss plans/initiatives for wellness subcommittee	Joanne McCully, Dennis Dulniak, Justine Tigno-Aranjuez and Cecilia Elias	ASAP

PAID PARENTAL LEAVE FOR STAFF/OUT OF UNIT FACULTY

EDWIN TORRES
Chair

DISCUSSION	<p>Chair Torres asked the committee members if they would like to continue to pursue the topic of paid parental leave for staff/out of unit faculty members. Several members voiced that they would like to continue to pursue this issue. Chair Torres indicated that in another committee that he serves on, the same issue had been submitted to the Faculty Senate for discussion, and the Provost had responded to the committee indicating this was not a feasible option. Chair Torres indicated he would share that original submission and Provost response with the committee.</p> <p>The committee discussed the importance of determining what need we really wanted to solve, and several members indicated the topic of paid family leave should be researched/approached. Considerations such as who is covered, what events are covered, and the length of the paid leave would have to be addressed.</p>	
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	Maribel Amaro-Garcia and Xiaochuan Wang volunteered to research what other institutions are offering.	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Send original proposal and Provost response for Personnel committee submission to add paid parental leave for staff/out of unit faculty	Edwin Torres	ASAP
Discuss plan for parental/family leave research	Maribel Amaro-Garcia and Xiaochuan Wang	ASAP

UCF BENEFITS DISCUSSION

EDWIN TORRES

Chair

DISCUSSION	<p>Chair Torres opened discussion inquiring on current strengths and weaknesses regarding UCF employee benefits. Feedback from the committee members included:</p> <ul style="list-style-type: none"> • Retiree email addresses should be offered to retiring faculty members permanently without a 12-month limit. This would also have to be bargained by the UFF. • OPS employees should be offered paid leave; Further discussion entailed reiterating that OPS employees shouldn't be long term employees. Maureen Binder indicated she would send a copy of the new University of Florida OPS policy for the committee to review. • Flexible work arrangements/telework • Student loan assistance/payoff 	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Send copy of University of Florida OPS policy for committee review	Maureen Binder	ASAP

COMMITTEE SECRETARY DISCUSSION

EDWIN TORRES

Chair

DISCUSSION	<p>Chair Torres indicated that the committee needs a Secretary and asked the committee members if anyone wanted to volunteer. Karen Sgambati volunteered to serve in the Secretary role beginning with the next committee meeting.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE